

CIVIL SERVICE
news

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FOR RELEASE:

IMMEDIATE RELEASE

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The Civil Service Commission has submitted to Congress an Administration proposal for an improved, permanent system for adjusting the salaries of Federal white-collar employees.

The proposal vests in the President the responsibility for making annual adjustments in pay in conformity with policies approved by Congress and based on surveys conducted by the Bureau of Labor Statistics.

The proposal places upon the President's agent the responsibility to consult with employee organizations on specific matters relating to salary adjustments. Further, it provides for review of these actions by an impartial body which will resolve any remaining issues or which will recommend to the President the means for resolving such issues.

As submitted to Congress the proposal would:

1. Afford an appropriate role to the President, the Congress, and Federal employee organizations in the setting of pay.
2. Extend the comparability concept embodied in the 1962 and 1967 pay laws and thereby keep Federal workers' pay comparable with salaries paid by employers outside of Government.
3. Reduce to a maximum of 6 months the time lag between a pay survey and the effective date of a Federal salary adjustment.
4. Create an Advisory Committee on Federal Salaries, an impartial body of three non-government members appointed by the President to serve 6-year terms.

Responsibilities

The Office of Management and Budget and the Civil Service Commission would continue to serve jointly as the President's agent. They would consult fully with employee organizations on BLS salary survey coverage, comparability methods, and results, and would recommend salary adjustments to the President.

2.

The Advisory Committee would review annual recommendations of the Civil Service Commission and the Office of Management and Budget, consider the views of employee organizations, Federal officials, and other experts on the analysis and pay proposals in the CSC/OMB report, and recommend to the President the action he should take on the schedules recommended.

The President would adjust schedules and report his action to the Congress before October 1 each year. He would furnish to Congress reports and recommendations of CSC/OMB and the Advisory Committee.

Congress would monitor the policies and practices embodied in the proposed law, and would enact changes in the law as members deem necessary. If in any year the President determines that the adjustment required by the law is not appropriate because of a national emergency or economic conditions affecting the general welfare, he must notify Congress of the alternative action he proposes to take. Congress would then have the opportunity to approve or disapprove his proposed action. Should the Congress disapprove, the President would have to make the adjustment called for under the permanent law.

Federal employee organizations would be consulted fully on survey coverage, the salary comparison process, and the adjustments required to achieve comparability with private enterprise salaries.

Time Frame and Effective Dates

At present, surveys of salaries in the private sector are conducted by BLS as of the end of June each year. Following this time frame for the present, the proposal provides that Federal salary adjustments would be made in January of 1971 and 1972.

Beginning in 1972, the BLS survey would be moved up to the Spring, and adjustments would be made in October, six months after the survey.

Coverage

Federal salary rates derived under the proposal would apply to all categories of Federal employees paid at statutory rates except postal workers.

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